

## **Promising Practice: Mentoring Model Cankdeska Cikana Community College**

Cankdeska Cikana Community College has partnered with the RAIN (Recruitment /Retention of American Indians into Nursing) program from the University of North Dakota College of Nursing to provide support for its HPOG participants. The RAIN program is recognized for its support strategies to recruit and retain nursing students. The RAIN mentoring model is designed to address concerns, issues, and the needs of each individual student so that an educational plan can be developed.

A crucial part of the mentoring model is RAIN's essential advisement strategy. All students enrolled in the program are assigned to one of two advisors. Barb Anderson, the RAIN program assistant coordinator, is the pre-nursing student advisor, and Deb Wilson, the RAIN program coordinator, is the nursing student advisor. All new participants in the RAIN program complete enrollment interviews with their advisors. Assessment tools are utilized to determine specific individual needs and develop a plan for each student's success. There are regular meetings with mentors and continuous monitoring of academic progress. Students meet with their advisors each semester to review current status and ensure continuous progress towards graduation.

The mentoring model has a nurse mentor, and student tutors are available. The nurse mentor is available to both undergraduate and graduate nursing students, advising prospective students, reviewing individual academic records, and providing individual academic and career advisement. The nurse mentor assists students in setting up study groups and works with students individually or as a group, reviewing their papers for nursing content and assisting them with practicing nursing skills and procedures. The nurse mentor also helps students to organize their syllabi, review their ATI (Assessment and Technologies, Inc.) test scores, develop study strategies, and set up review sessions for the NCLEX (National Council Licensure Examinations-RN or LN) exam. The mentor assists students with scholarly communication skills, teaches role-playing for presentations, and serves as a liaison between faculty and students.

This mentoring model can be replicated or adopted by other grantees that have nursing students in the career ladder and people available to serve as mentors and tutors. It can help the HPOG program to track the success rates of the students and improve program outcomes.

HPOG grantees can adopt the practice by implementing the following steps:

1. Consider the instructors who are assigned as academic advisors at the institution of higher learning or community college to be part of the mentoring team.
2. Recruit nursing students in the career ladder to serve as mentors and tutors.
3. Build mentor compensation into the budget, or use academic work study students to serve as mentors.
4. Meet with students and advisors on a regular basis to track student success and monitor program outcomes.